



Tripartite Alliance for  
Fair & Progressive Employment Practices

# Human Capital Partnership (HCP) Programme

# Human Capital Development is essential



For Singapore to maintain its global competitiveness as an economy

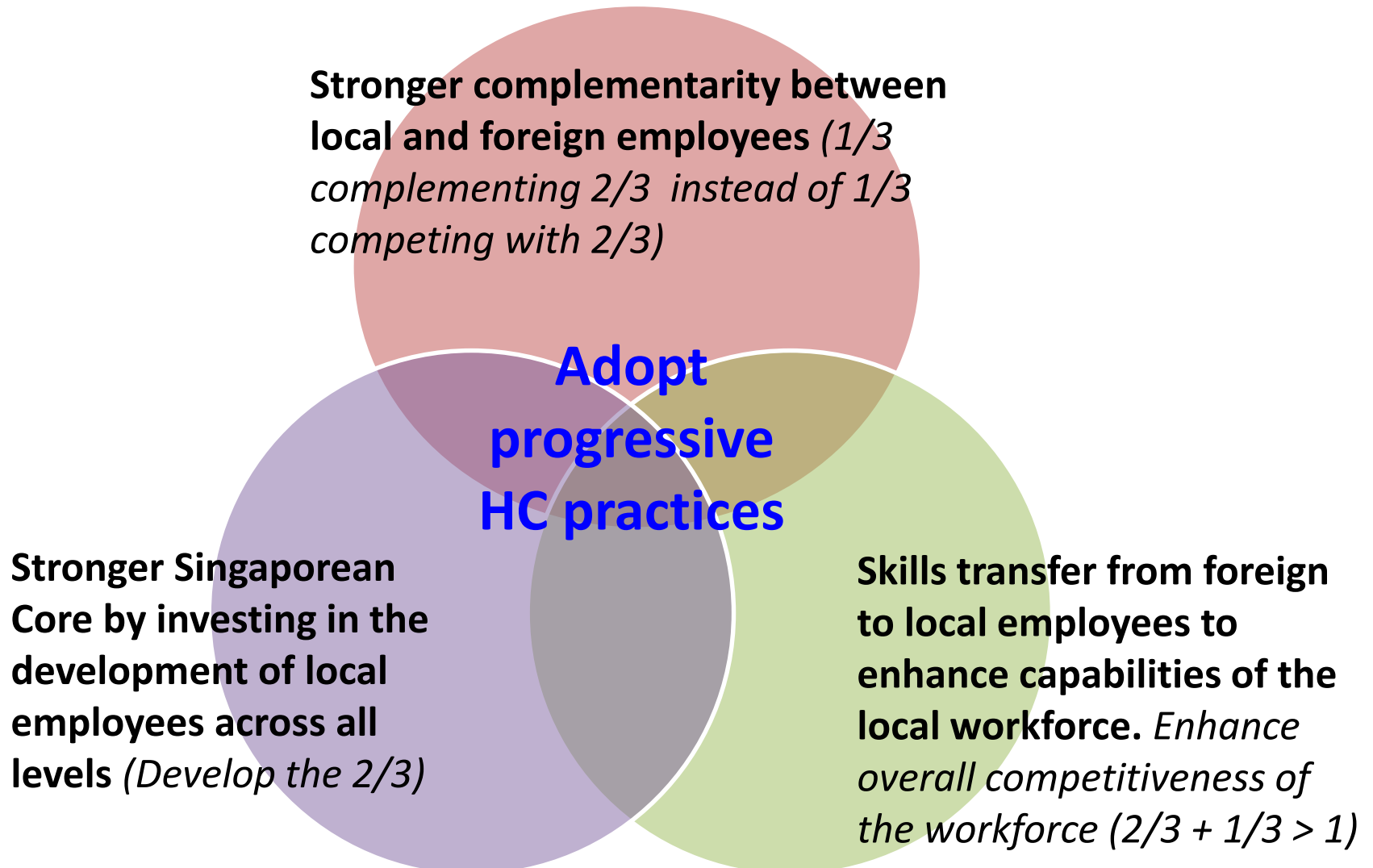


For employers to attract and retain talent, and grow



For workers to have good jobs, good salaries and good careers

# Objectives of the HCP Programme



# Support for Human Capital Partners (HCPartners)



Progressive employers recognised as HCPartners enjoy the following “3R” benefits:

## Green Lane

### Responsiveness

- Dedicated hotline to address queries expediently
- Priority processing for transactions with MOM

HUMAN CAPITAL  
PARTNER

HUMAN CAPITAL  
PARTNER

### Recognition

- HCP Mark to recognise them as employers of choice
- Invited to share best practices on HC development with peers
- Opportunities to be featured in HCP publicity materials



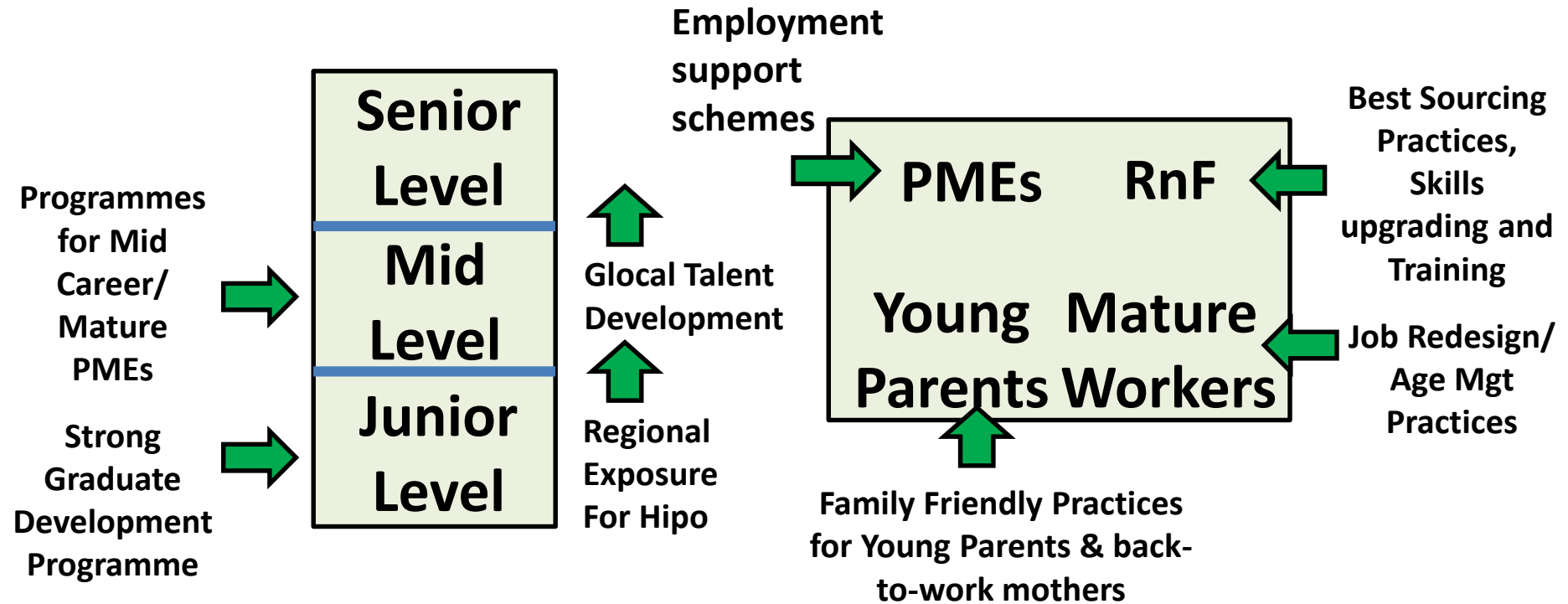
### Resources

- Access to government support and resources such as Adapt and Grow initiatives, Lean Enterprise Development Scheme, WorkPro, SkillsFuture

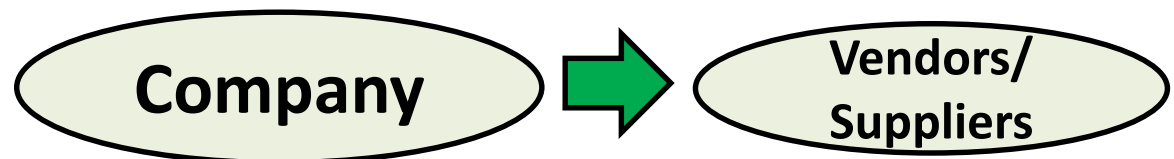
# Examples of HCP-type Programmes and Practices

## 1) Across Career Stages

## 2) Across Employees Profile



Nudge vendors/suppliers to adopt progressive human capital practices



## 3) Across Business Networks

# How HCP Supports Companies' HC needs



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## Nurture Young Talent for First Jobs

- SkillsFuture Earn & Learn Programme

## Create Family Friendly Workplaces

- Work Pro (Work-Life Grant)

## Attract, Develop and Retain Mature Workers

- Work Pro (Job Redesign and Age Management Grants)

## Develop Global Talent

- SkillsFuture Leadership Development Initiative
- Overseas Market Attachment

## Support for Mid-Career PMEs

- Professional Conversion Programme (PCP)
- Career Support Programme (CSP)
- P-Max

## Capability Development

- Capability Development Grant (CDG)
- HR Diagnostic Tool
- Business Improvement Fund (BIF)
- Training Industry Professionals in Tourism (TIP-iT)

**\*Only for companies in tourism sector**

# Examples of HCPartners



## Nurture Young Talent for their First Jobs



Introduced a two year graduate development programme in 2014 for **young talent** to grow through **overseas postings** and **rotations** across different corporate functions

## Develop Glocal Talent



Internal mobility programme provides **high potentials** with **regional assignments** to gain breadth and depth in understanding operations in different markets

## Strengthen Local-Foreign Complementarity



Deliberate in **bringing in foreign employees** with vast international experience and extensive global networks, to **accelerate learning** by local employees

## Skills and Capability Development



Pairs new and **younger employees with experienced employees** for them to benefit from the **expertise and perspectives** of their more senior team members

# HCP CEO Breakfast Event (17 Feb 2017)



## Turnout

- Close to **160** representatives from pioneer HCPartners, aspiring firms, tripartite partners and agencies

## Highlights



Minister gave the welcome speech



Presentation of HCP certificates to pioneer HCPartners



Group photo of pioneer HCPartners



Panel discussion with HCPartners sharing their HC philosophy and practices







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# Questions?